

DISCRIMINATION IN EMPLOYMENT

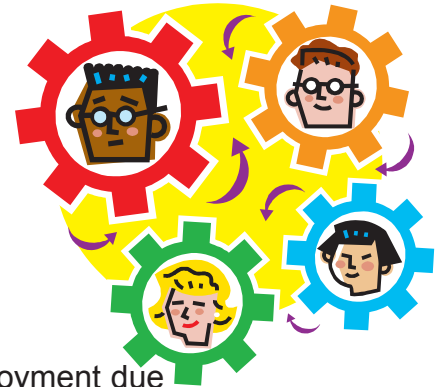
because of race, color, ancestry, religion, national origin,
sex, disability or age (40-69)



MO DEPARTMENT OF
LABOR AND
INDUSTRIAL RELATIONS

**MISSOURI
COMMISSION ON
HUMAN RIGHTS**

IS PROHIBITED BY LAW IN MISSOURI



It is illegal if an **EMPLOYER** uses one of these factors in:

- Refusing to interview, hire or promote
- Discharging or demoting
- Withholding pay or terms, privileges, or conditions of employment due

An **Employment Agency** discriminates by withholding full and equal services, or by filling job orders with discriminatory provisions.

A **Labor Union** discriminates by failing to represent a member or refusing membership to an applicant.

Missouri's Human Rights Act applies to:

- private employers with 6 or more employees
- all apprenticeship or training programs
- all labor organizations
- all employment agencies, public or private
- all state and local government agencies

Note: Most complaints must be filed within 180 days of alleged discrimination.

Five MCHR Offices to Serve You:

3315 W. Truman Blvd., Suite 212
Jefferson City, MO 65102-1129
(573) 751-3325
(573) 526-5091 (TDD)

St. Louis
(314) 340-7590
(314) 340-7803 (TDD)

Springfield
(417) 895-5620

Kansas City
(816) 889-3584
(816) 889-3581 (TDD)

Sikeston
(573) 472-5320
(573) 472-5223 (TDD)

Relay Missouri: 7-1-1

Complaint Answering Machine Hotline 877-781-4236

www.dolir.state.mo.us/hr

"The function of the Commission shall be to encourage fair treatment for and to foster mutual understanding and respect among, and to discourage discrimination against, any racial, ethnic, religious or other group protected by this chapter, members of these groups or persons with disabilities." Section 213.020.2 RSMO **POSTING REQUIRED BY 8 CSR 60-3.010**